



HEALTH SERVICES UNION SA/NT

2016 ALLIED HEALTH EA CAMPAIGN NEWSLETTER

22/05/2016

Negotiations for the next Enterprise Agreement in the public sector will commence in the coming few months. Collectively we have accomplished great improvements in Allied Health Professionals' conditions of employment, including improved wages and conditions and greater recognition for the valuable work that you do.

In preparation for the next public sector EB negotiations and consistent with previous commitments by the Premier (correspondence attached) regarding enterprise bargaining negotiations, the HSU has met the Commissioner for Public Employment Erma Ranieri and the Minister of Health.

As identified by our delegates and members, at those meetings the HSU highlighted the importance of a separate enterprise agreement that contains appropriate classification definitions for the allied health employees and includes:

- The removal of ambiguities in the classification definitions that create inequities between Government Agencies, Departments and work places.
- Better career paths
- Improved access to professional development and training
- Job security
- minimisation of excessive workload
- Adequate staff ratios that reduce the need of agency staff, locums and casuals
- Redundancy Policy (Determination 7)

HSU delegates have put together a comprehensive log of claims (enclosed) that addresses these concerns.

Below are the key issues you raised and how they are addressed in our log of claims.

1. Improved classification structure, work level definitions and better career paths (Schedule 2 & Clause 8 & 52)

- The EBA claim creates a career path that provides for professional development along the different classification streams with appropriate recognition of qualifications, skills, knowledge and responsibility in the classification definitions, regardless of your employment status eg casuals, contracted employees.

...backbone of our health system

Authorised by Jorge Navas, HSU SANT Secretary

- Classification Review (clause 8)
 - Health Professional Personal Up Grade Scheme (Professional Excellence) - A scheme that aims to recognise and reward the efforts of eligible health professionals that have achieved excellence in skills and competence through post grad study, research and/or skill acquisition relevant to their profession and service, through a process of salary advancement (clause 52)
- 2. Improved access and provisions for Professional Development and Training (Clauses 25, 26, 28, 29, 30,31,41)**
- CPD Expense Reimbursement up to \$5000 per annum (can accumulate for a maximum of 2 years)
 - Professional Development Leave up to 5 days per annum (can accumulate to a max of 10 days for a period of 2 years)
 - Training and Development clause included
 - Professional Development Officers (appendix 1)
- 3. Workload Issues (Clauses 37 & 38)**
- Vacancy Management Clause
 - Adequate Numbers of Staff for The Work Required Clause
- 4. Attraction and Retention (Clauses 22, 23, 24)**
- Improved Rural and Remote Region Service Incentive Clause
 - Retention Payments Clause
- 5. Recall/oncall (Clauses 12 – 17)**
- Improved clauses, removing ambiguities
 - Acute Emergency Call Back Allowance Clause
- 6. Work-life Balance (Clauses 43)**
- Clause included to help facilitate flexible working arrangements
- 7. Redeployment, Retraining, Redundancy**
- Appendix 4 provides for a less punitive approach to redeployment, retraining and redundancy

8. Domestic / Relationship Violence

- Recognises that employees sometimes face situations of violence or abuse and this that may affect their attendance or performance at work. Therefore, the Employer is committed to providing support to staff that experience domestic violence

In order to advance the interests of Allied Health Professionals you and your colleagues are invited to attend campaign launches to be held across all major worksites.

The first meeting will be held at the Royal Adelaide Hospital Tuesday 24th May, 2016 (flyer attached). Further meetings will be organised in the near future – further information on these will become available soon.

Show your support, get involved and be part of the campaign for an appropriate and separate enterprise agreement that addresses the needs of allied health professionals.

Please call the HSU office to arrange a meeting in your workplace or if you have any queries on 827 92 255.

The unity of health professionals is vital for a positive outcome